

## **REDACTED**

From: Dale, Heather < Heather.Dale@CorizonHealth.com >

Sent: Wednesday, August 30, 2017 11:29 AM

To: McWhorter, Teresa < <a href="mailto:Teresa.McWhorter@CorizonHealth.com">Teresa < <a href="mailto:Teresa.McWhorter@CorizonHealth.com">Teresa < <a href="mailto:Teresa.McWhorter@CorizonHealth.com">Teresa < <a href="mailto:Teresa.McWhorter@CorizonHealth.com">Teresa.McWhorter@CorizonHealth.com</a>>

Cc: Meehan, Jenny < Jenny. Meehan@CorizonHealth.com >; Schupp, Cindy < Cindy. Schupp@CorizonHealth.com >

Subject: RE: RFT Barker

I concur with the RFT as attached for Anna Barker, please use this as the official copy. Please work with payroll so that her final pay is presented upon termination. Please term from PS ASAP and send her file to Evelyn Ratchford in STL HR within 5 days of term.

Term reason: Dismissed violate rules/policy

Jenny/Cindy - please reply with concurrence

Thanks,

12

Heather Dale, MBA Sr. Employee Relations Specialist/File Management (MO, KS, ID, WY, AZ, CA)

Phone: 314.919.9467 Fax: 314.919.9660

From: McWhorter, Teresa

Sent: Wednesday, August 30, 2017 11:21 AM

**To:** Dale, Heather < <u>Heather.Dale@CorizonHealth.com</u> > **Cc:** Meehan, Jenny < <u>Jenny.Meehan@CorizonHealth.com</u> >

Subject: FW: RFT

Please see attached RFT.

Teresa McWhorter RN, CCHP

Health Service Administrator

CORIZON

Phone: 660-646-0005

Fax: 660-646-6260|Cell: 660-973-1855 3151 Litton Rd.| Chillicothe. MO 64601



## RECOMMENDATION FOR TERMINATION

To: Heather Dale HR,	Jenny Meehan DO, Cindy S	Schupp, Sr. DO	
From: Teresa McWho	rter HSA		
Date: 8/30/17			
Employee Name:	Anna Barker	Title:	Medical Records Clerk
Probationary Employe	ee: No		
DATE(S) OF PREVIOUS	CORRECTIVE ACTION:		
Date of Final V DETAILS OF CUR TERMINATION (I Anna Barker used th also used the term "a misconduct is detrim	Date, time, area, specific te term "nigger rigged" two afro-engineered". Her statemental to the rights and saf	D REASON F facts, etc.): vice during a co atement ackno ety of herself,	OR RECOMMENDING It was reported on 08/29/17 that conversation with co-workers. She owledged these actions. This persona co-workers, institutional employees tion of Anna Barker's employment.
Director Operation's A	pproval	Date	
HR's Approval Original: Employee Percc: Human Resor		Date	

CONFIDENTIAL CORIZON 000005

# REDACTED

From: McWhorter, Teresa < Teresa. McWhorter@CorizonHealth.com>

Sent: Tuesday, August 29, 2017 3:20 PM

**To:** Dale, Heather < <u>Heather.Dale@CorizonHealth.com</u>> **Cc:** Meehan, Jenny < <u>Jenny.Meehan@CorizonHealth.com</u>>

Subject: IOC's re staff issue

Please see attached IOC's regarding an incident at CCC today and advise.

Teresa McWhorter RN, CCHP

Health Service Administrator

Phone: 660-646-0005

Fax: 660-646-6260|Cell: 660-973-1855 3151 Litton Rd.| Chillicothe. MO 64601

From: Horton, Jennifer
Sent: Tuesday, August 29, 2017 3:19 PM
To: McWhorter, Teresa
Subject: IOC



# **MEMO**

To:

Heather Dale, HR

Jenny Meehan, DO

From:

Teresa McWhorter RN, CCHP

Health Service Administrator

Date:

8/29/17

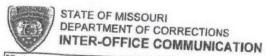
RE:

staff issues

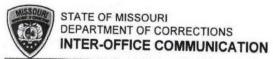
On 8/29/17, charge nurse Sterling Ream came to me and reported that Clerk Jennifer Preston informed her of a conversation that took place in her cubicle between Terri LaBlance NP and Anna Barker MR Clerk, in which Ms Barker used the terms "nigger rigged" and "afro engineered" as she explained to NP LeBlance why a paper clip was on the end of the radio antennae.

I spoke with Ms. LeBlance, who is African American and she told me that the remarks were hurtful and she was very disappointed that this had happened. She stated it kind of took her by surprise at first, but after thinking about it she was hurt by those remarks.

IOC's have been gathered from all of those that either heard the conversation or had it reported to them.



Incident on 8/29/1 Todayatapproxmately 1215pm I was string? Jenni Preston about an incident that happened right before lunch, approx 1130Am. Jenny explained to me that she was sitting at her desk and Anna Barker and NP Terri Lablance were standing behind her and Terri asked why there was a paper clip taped to the radio attene. Anna replied to Terri "Its Nigger rigged." Ferri replied, "That's not very politically Correct." to which , Anna Laughed and said, "I mean Afro engineered." Anna Still Laughing. Terrisaid, "you know, I know someone who lost there job for saying Something like that." Bo At this point Terri walked away and Anna Barker was Still Laughing. I immediately went and reported this incident to T. McWhoAer, HOA. Elampa) MO 931-9003 (06-88)

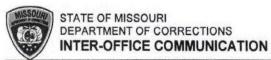


	FROM:	
Teresa McWhorter, HSA	Jennifer Horton, HSAA	
SUBJECT		DATE
nappropriate use of language		8/29/17
Today at approximately 11am, Jenni Preston made me aware of a cablance. I was going to make Teresa aware as soon as she was die issue.	conversation that took place in her cut lone with lunch. She was informed by	



hendra Tidon (a) Events on 8/29/17 Re: Anna Barker On 8/29/17 at approximately 1030Am, cl Was sitting at a cubicle in the administration part of medical, clover heard a conversation between Q. Preston and T. La blance N. P. anna Barker had Walked up attout T. La blance had asked question and A. Barker replied that The had "nigger rigged it." T. La Mance being of agrican and american decent replied at isn't politically correct. a. Barker replied well the "afro engineered it. T. La blance then gave a scenario of past operiences of that kind of situation where people involved have gotten released from employment for that between friends. . La blance Stated The knew she didn't mean the way it sounded to A Barken.

MO 931-4760 (7-16)



INTER-OFFICE COMMUNICATION		
TO:	FROM:	
Teresa McWhorter	Jennifer Preston	
	1	
SUBJECT		DATE
Inappropriate Language		08/29/2017
Today 08/29/2017 I was in my cubicle typing when Terri Lablance NP at the radio on my desk and then antenna which was broken and had Anna Barker medical clerk came into my cubical and said "Oh, that is decent) Said "What did you just say?" Anna then said "What, Nigger not politically correct don't you?" Anna then said "Fine I afro engineer offended for Ms Lablance. I sat there unable to look at either one of the Ms Lablance was offended, I know I felt humiliation. Ms Lablance the that." Anna then walked out of my cubicle and I was left with Ms Lablacannot believe she said that to you." Ms Lablance seemed a little "offented in the said "Fine I afro engineer offended for Ms Lablance was offended, I know I felt humiliation. Ms Lablance the that." Anna then walked out of my cubicle and I was left with Ms Lablance seemed a little "offented for Ms Lablance seemed for Ms Lab	a paper clip attached to it she then just something I nigger rigged.". M rigged, I say that all the time." Ms Led it". I was sitting in my cubicle entern I just kept saying out loud "I caen said " you know a girl I worked w lance, I just looked at her and felt I	out supplies. Ms Lablance then looked a said "what is this?" At that same time s Lablance (who is of African american ablance then said "You do know that is abarrassed and mortified. I felt nnot believe you just said that." I felt ith got fired for saying something like
MO 931-9003 (08-98)		

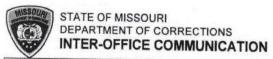
August 29, 2017

Incident involving: Medical records clerk: Anna Barker Nurse Practitioner: Terri LaBlance Office Assistant: Jenni Preston

#### Statement

While speaking with Ms. Preston in her cubicle, I pointed out a radio antenna which had a paperclip taped to its end. I questioned as to what it was (sarcastically), at which time, Ms. Preston told me that it was her radio antenna. It was then that Ms. Barker entered the conversation to say that the antenna had been "nigger rigged". I replied "you can't say that. That is not politically correct. She then said "well okay, it is african american engineered, is that better"? I replied why is it not "Hillbilly made"? I then turned to leave the cubicle. As I walked away, I said "I am so disappointed".

Terri LaBlance, NP 8/29/2017



TO: LEDON.
Teresa M'attorter Joyce Gilgour
39501900
SUBJECT
inappropriate language 8/29/17
On Tuesday, 8/29/17, while sitting at my
desk in my cubicle next to Jenni Preston.
cubicle I overheard Anna Barker use the
'n' word. I felt embarrawed for the
people she was speaking too, and alittle
Sick to my stomach.
Thank you,
Jayce Gilgour Medical Clerk
Medical Clerk

MO 931-9003 (06-88)



# STATE OF MISSOURI DEPARTMENT OF CORRECTIONS INTER-OFFICE COMMUNICATION

Teresa McWhorter	FROM Anna Barker		
Words out of context	PATS-29-1	7	

Today I went to Jenni's cubical to get something out of my bag. Lablance was in there and picked up a broken unterna and asked what this was. I replied I I t is the anterna off my radio that I had nigger-rigged up in my room so my radio would come in." Lablance said what? Toom so my radio would come in. "Lablance said what? I replied " afro engenieering. Lablance asked what else is it called that? I replied " afro engenieering. She said why is it called that? I replied " afro engenieering. I said it can be anything tont it be redneck engeneering. I said it can be anything you want but that is what I call it. Lablance informed you want but that is what I call it. Lablance informed that she didn't have a problem with me calling it me that but some people might and I needed to watch what I say.

I should of used other words that what I did.

I did not in anyway mean it to be degrading or racist. To the future I will chose my or racist. To wisely an truely sorry. I did words more wisely an truely sorry. I did not know that I could get in trouble for not know that I could get in called to your what I said until I got called to your what I said until I got called to your

MO 931-9003 (6-88)